

February 8, 2010

Dale Dapp President Association of Maintenance Supervisory Personnel (AMSP) c/o Department of Transportation

RE: City/AMSP Negotiations

Dear Dale:

As you know, the City is facing a significant budget shortfall for Fiscal Year 2010-2011. We would like to begin negotiations with AMSP to meet and confer over compensation and benefits. Please let us know when the AMSP negotiating team would be available to begin negotiations.

As you may be aware, the City's Employer-Employee Relations Resolution provides for paid release time for up to three (3) representatives to attend these negotiation meetings. Please provide the names of the employees that will be participating in the negotiations and we will send notification to the managers to ensure the employees are provided release time to attend the scheduled meetings.

In addition, for your reference we have attached an Information Memo dated November 12, 2009, regarding the goal for reducing ongoing per employee costs, per Council action on November 5, 2009. We look forward to discussing this further with AMSP at our first meeting.

Should you have any questions, please let me know.

Sincerely,

Alex Gurza

Director of Employee Relations

c: Gina Donnelly, Deputy Director of Employee Relations

Enclosure

Distributed on:

SENT TO COUNCIL:

NOV 1 2 2009



Memoranaum

TO: HONORABLE MAYOR AND

FROM: Alex Gurza

CITY COUNCIL

SUBJECT: GOAL FOR REDUCING

ONGOING PER EMPLOYEE COSTS

DATE: November 12, 2009

Approved

Date

INFORMATION

During the Special City Council Meeting held on November 5, 2009, staff received direction to achieve savings targeted to be equivalent to one third of the City's \$96.4 million projected shortfall in the General Fund for 2010-2011 through employee wage and benefit concessions. The attachment to this memorandum details the cost savings from achieving a 5% reduction in ongoing total employee compensation costs broken down by each employee unit. Please note that the attachment includes all City employees, including unrepresented executive management employees.

Reducing ongoing total compensation costs by 5% would result in approximately \$31.5 million in savings in the General Fund and a total of approximately \$42.19 million in all funds. It should be noted, however, that compensation reductions that directly affect wages will have an overhead reimbursement impact to the General Fund which will result in a lower net General Fund savings than the figures stated above. Also, because the cost-recovery Development Fee Programs are budgeted in the General Fund, any compensation reductions to employee groups budgeted in those fee programs will be captured directly in those programs, which will also reduce the General Fund savings that can be applied to resolving the \$96.4 million projected shortfall.

Please contact me at 535-8155 if you have any questions.

ALEX GURZA

Director, Office of Employee Relations

Attachment



¹ Source: Salary and Fringe Benefit Cost by Employee Unit & Fund for the 2010-2011 Base Budget

Goal for Reducing Ongoing Per Employee Costs 5% Reduction in Total Compensation

Employee Unit General Fund Other Funds Total Funds General Fund Association of Building, Mechanical and Electrical inspectors (AEA) \$6.37M \$1.27M \$8.02M \$337.27 Association of Engineers and Archilects (AEA) \$7.50M \$7.52M \$1.18M \$5.67M \$331.85 Association of Legal Professionals (ALP) \$7.50M \$7.52M \$1.18M \$5.67M \$1.30M Association of Legal Professionals (ALP) \$7.50M \$7.50M \$7.30M \$7.30M \$7.30M City Association of Maintenance Supervisory Personnel (CAMP) \$7.50M \$7.30M \$7.30M \$7.30M \$7.30M Confidential Employees' Organization (CEO) \$7.30M \$7.30M \$7.40M \$7.30M \$7.40M \$7.30M Executive Management (Unit 99) \$7.30M \$7.40M \$7.30M \$7.40M \$7.30M Executive Management (Unit 99) \$7.30M \$7.40M \$7.30M \$7.30M \$7.30M International Union of Operating Engineers, Local 230 (IAFF) \$7.20M \$7.40M \$7.30M \$7.20M \$7.30M San Jose Police Officers A		Base and Asso	Base and Associated/Non-Associated Fringe	stated Fringe	5% Reduc	5% Reduction in Total Compensation	ensation
\$6.75M \$1.27M \$8.02M \$5 \$6.37M \$26.22M \$32.59M \$6 \$7.62M \$1.18M \$6.81M \$7 \$3.61M \$6.86M \$10.47M \$7 \$226.00M \$30.41M \$10.47M \$7 \$13.04M \$12.58M \$25.62M \$8 \$12.04M \$12.58M \$25.62M \$8 \$22.32M \$12.58M \$10.78M \$8 \$12.058M \$74.64M \$72.06M \$72.06M \$120.69M \$120.00K \$120.69M \$120.00K \$120.69M \$1.05M \$1.05M \$21.05M \$1.05M \$1.05M \$21.05M \$1.05M	Employee Unit	General Fund	Other Funds	Total Funds	General Fund	Other Funds	Total Funds
\$5.52M \$5.53M \$5	Association of Building, Mechanical and Electrical Inspectors (ABMEI)	\$6.75M	\$1.27M	\$8.02M	S337.27K	\$63.73K	\$401.00K
\$7.52M \$1.18M \$6.81M \$7.25M \$5.25.00M \$5.26.00M \$530.41M \$56.40M \$226.30M \$12.55M \$45.64M \$529.32M \$4.31M \$10.72M \$10.72M \$74.64M \$74.54M \$72.05M \$129.69M	Association of Engineers and Architects (AEA)	\$6.37M	\$26.22M	\$32.59M	\$318.51K	\$1.31M	\$1.63M
\$3.61M \$6.86M \$10.47M \$ \$26.00M \$30.41M \$56.40M \$ \$13.04M \$12.56M \$25.62M \$ \$29.32M \$16.32M \$45.64M \$ \$4.31M \$6.47M \$10.78M \$ \$4.31M \$6.47M \$10.78M \$ \$4.31M \$74.64M \$72.06M \$201.02M \$ \$129.69M \$00.00K \$241.72M \$10.05M \$23.51K \$1.07M	Association of Legal Professionals (ALP)	\$7.62M	\$1.18M	\$6.81M	\$381.24K	\$58.11K	\$440.36K
\$26.00M	Association of Maintenance Supervisory Personnel (AMSP)	\$3,61M	\$6.86W	\$10.47M	\$180.40K	\$342.94K	\$523.34K
\$13.04M \$12.56M \$25.62M \$ \$29.32M \$16.32M \$45.64M \$ \$4.31M \$6.47M \$10.78M \$ \$27.12M \$44.94M \$72.06M \$72.06M \$ \$126.38M \$74.64M \$201.02M \$129.69M \$129.69M \$129.69M \$10.00K \$129.69M \$11.05M \$10.00K \$129.69M \$11.05M \$10.00K \$129.69M	City Association of Management Personnel (CAMP)	\$26.00M	\$30,41M	\$56.40M	\$1.30M	\$1.52M	\$2.82M
\$4.31M \$6.47M \$10.78M \$ \$4.31M \$6.47M \$10.78M \$ \$27.12M \$44.94M \$72.06M \$72.06M \$126.38M \$74.64M \$201.02M \$129.69M \$129.69M \$129.69M \$10.00K \$129.69M \$11.05M \$10.00K \$10.00K \$10.07M	Confidential Employees' Organization (CEO)	S13.04M	\$12,58M	\$25.62M	\$652.09K	\$628.92K	\$1.28M
\$4.31M \$6.47M \$10.78M \$ \$27.12M \$44.94M \$72.06M \$126.28M \$74.64M \$201.02M \$129.69M \$00.00K \$129.69M \$241.72M \$00.00K \$241.72M \$1.05M \$23.51K \$1.07M	Executive Management (Unit 99)	\$29.32M	\$16.32M	M\$9.848	S1.47M	\$.82M	\$2.28M
\$27.12M \$44.94M \$72.06M \$126.38M \$74.64M \$201.02M \$129.69M \$00.00K \$129.69M \$241.72M \$00.00K \$241.72M \$1.05M \$23.51K \$1.07M	International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	\$4,31M	\$6.47M	\$10.78M	\$215.37K	\$323.60K	\$538.97K
S126.38M \$74.64M \$201.02M \$129.69M \$00.00K \$129.69M OA) \$241.72M \$00.00K \$241.72M \$1.05M \$23.51K \$1.07M	International Union of Operating Engineers, Local No. 3 (OE#3)	\$27.12M	\$44.94M	\$72.06M	\$1.36W	\$2.25M	\$3.60M
\$129.69M \$00.00K \$129.69M \$241.72M \$00.00K \$241.72M \$1.05M \$23.51K \$1.07M	Municipal Employees' Federation (MEF)	\$126.38M	\$74,64M	\$201.02W	\$6.32M	\$3.73M	\$10.05M
\$241.72M \$00.00K \$241.72M \$1.05M \$23.51K \$1.07M	San Jose Fire Fighters, Local 230 (IAFF)	\$129.69M	\$00.00K	\$129.69M	\$6.48M	\$00.00K	\$6.48M
\$1.05M \$23.51K \$1.07M	San Jose Police Officers' Association (POA)	\$241.72M	\$00.00K	\$241.72M	\$12.09M	\$00.00K	\$12.09M
	Unrepresented Non-Management	\$1.05M	\$23.51K	\$1.07M	\$52.33K	S01.18K	\$53.51K
GRAND TOTALS: \$622.97M \$220.91W \$843.88M \$31.18	GRAND TOTALS:	\$622.97M	\$220.910	\$843.88M	S31.15W	\$11.04M	\$42.19M

Source: Salary and Fringe Benefit Costs by Employee Unit & Fund for the 2010-2011 Base Budget

City of San Jose November 2009